



PROMOTE: WOMEN IN GOVERNMENT

APRIL 2015 – APRIL 2020

\$38 MILLION

OVERVIEW

The USAID Promote: Women in Government project seeks to increase and advance the number of women employed in the Afghan government by creating professional development opportunities for female high school and university graduates. The project sponsors a one-year internship program for young women and facilitates job placement for the interns within the Afghan civil service.

The USAID Promote: Women in Government project leverages relationships with Afghan government counterparts to develop and implement key policy reforms that empower women working in the government, including non-discrimination, anti-harassment, and other working standards that foster a female-friendly workplace. The project also implements innovative, nationwide communications and outreach campaigns to expand the impact of project interventions and promote local stakeholder support for women working outside the home. The project operates in the provincial hubs of Kabul, Herat, Balkh, Kandahar, and Nangarhar.

ACTIVITIES

- Facilitate women's entry into decision-making roles in government service; establish an internship program for at least 3,000 educated young women to gain entry into the Afghan Civil Service.
- Encourage a hospitable environment for female staff working in the government; ensure safe workspaces for women by tackling sexual harassment, discrimination, and policy gaps that affect women

- Increase local stakeholder support for women in government through targeted, innovative, and nationwide communications and outreach campaigns

ACCOMPLISHMENTS

- Enrolled 3,901 women in the USAID Promote: Women in Government internship program in Kabul, Herat, Balkh, Kandahar, and Nangarhar
- Placed 3,153 women in three-month internship practicums with 80 government ministries and independent agencies to gain on-the-job skills training
- Launched the Job Readiness Program at the Women's Career Development Center to expand services for female job applicants
- Supported the employment of 861 interns out of 2,641 graduates of the year-long internship, including 592 in the civil service and 269 in other organizations
- Trained 183 mentors to support interns in their three-month job practicum
- Implemented an Executive Training Program for mid- to senior-level female civil service employees to facilitate professional development and support gender-responsive budgeting, anti-corruption, e-government, and monitoring and evaluation
- Launched Professionalism in the Workplace and Anti-Harassment E-Learning video for civil service employees
- Supported the Ministry of Women's Affairs to assess the results of the National Action Plan for the Women of Afghanistan (NAPWA), and develop a framework for its implementation
- Supported the drafting, revision, and adoption of six policies and legal instruments to improve workplace conditions for female civil servants
- Produced two radio programs focused on women's empowerment; *One Village, A Thousand Voices* program was broadcast nationwide; *Tawanmandsazi* (Empowerment) broadcast regionally in Herat and Balk and discuss employment issues for women in government
- Launched the Champion Awards ceremony to honor 10 advocates for women's empowerment and encouraged the Ministry of Women's Affairs to continue the awards program annually

Date: May 2019
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